

BLACKFOOT CHARTER COMMUNITY
LEARNING CENTER
2013-2014
DIFFERENTIAL PAY PLAN

BCCLC Differential Pay Plan

Distribution of funds: 80% to teaching staff
20% to classified staff

For kindergarten, first, second, and third grade, teachers and the respective classified staff will receive performance pay if at least 90% of their students meet or exceed Idaho IRI Targets. The percentages in the following chart represent children scoring a “3” on the IRI. If the student does not score a 3 but has attained a growth of at least 5% from the Fall Test to the Spring IRI, the target has been met.

| Idaho IRI Targets | |
|-------------------|--------|
| Grade level | Spring |
| Kindergarten | 60% |
| 1st Grade | 70% |
| 2nd Grade | 80% |
| 3rd Grade | 85% |

For fourth and fifth grade, teachers and the respective classified staff will receive performance pay if the aggregate Annual Achievement Gap (AAG) of their students in each subject area is equal to or less than the respective Idaho statewide AAG. This gap is an indicator of how well all students are successfully learning.

| BCCLC 2012-13 Annual Achievement Gaps | | | | | | |
|---------------------------------------|-------------|---------|-------------|--------------------------|---------|-------------|
| % advanced or proficient | | | | % advanced or proficient | | |
| | BCCLC | | | State of Idaho | | |
| Subject | Not At Risk | At Risk | Gap | Not At Risk | At Risk | Gap |
| Language | 86.80% | 75.40% | 11.4 | 89.10% | 68.20% | 20.9 |
| Math | 81.60% | 75.40% | 6.6 | 92.10% | 74.60% | 17.5 |
| Reading | 94.70% | 84.20% | 10.5 | 97.30% | 84.50% | 12.8 |